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House Passes Legislation to Block NLRB from Limiting the Rights of Employees, Employers

Washington, DC – Today the House of Representatives passed legislation co-authored by Rep. Todd Rokita, the Workforce Democracy and Fairness Act (H.R. 3094), which prevents the National Labor Relations Board (NLRB) from undermining the rights of employees and employers with its unjust, extreme agenda:

“The NLRB’s efforts to throw out the rulebook governing union elections will restrict an employer’s ability to communicate with their employees and undermine employees’ right to make an informed decision as to whether to form a union. H.R. 3094 is just and necessary legislation that in no way limits employees’ ability to form a union, but ensures employees retain their right to cast an informed vote by secret ballot, and employers have a fair opportunity to communicate with their employees.

The NLRB’s efforts to stack the deck in favor of labor have nothing to do with employee rights, or fairness, and everything to do with rewarding union bosses, even if employees suffer, and jobs and economic opportunities are lost in the process,” Rokita said.

The NLRB’s proposed rule changes would provide employers just seven days to obtain legal counsel and prepare a case for the NLRB pre-election hearing on the formation of a union. These rule changes would also only give workers 10 days to consider whether or not to form a union. Additionally, they would limit an employer’s ability to communicate with employees while requiring employers to provide union organizers with extensive personal contact information for all employees, resulting in the possibility of intimidation and harassment.

H.R. 3094, the Workforce Democracy and Fairness Act, guarantees workers the ability to make a fully informed decision by requiring at least 35 days notice before a union election is held, giving workers sufficient time to consider both sides of the debate. It also maintains traditional requirements on the type of employee contact information employers must provide to union organizers.

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